

Employment and  
Immigration CanadaOccupational  
and Career Analysis  
and DevelopmentEmploi et  
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développement –  
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CAI

MI

-Z311

# Guide to qualifications profile factors

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## 1 General Education Development (GED)

Levels	Approximate Duration of Schooling
6	17 years plus
5	13 to 16 years
4	11 to 12 years
3	9 to 10 years
2	6 to 8 years
1	Up to 6 years

## 2 Specific Vocational Preparation (SVP)

- 1 Short Demonstration Only
- 2 Anything Beyond short demonstration up to and including 30 days
- 3 Over 30 days up to and including 3 months
- 4 Over 3 months up to and including 6 months
- 5 Over 6 months up to and including 1 year
- 6 Over 1 year up to and including 2 years
- 7 Over 2 years up to and including 4 years
- 8 Over 4 years up to and including 10 years
- 9 Over 10 years

## 3 Physical Activities (PA)

1. Strength (lifting, carrying, pushing, pulling) shown in terms of:  
S — Sedentary work (10 lbs. max)  
L — Light Work (20 lbs. max)  
M — Medium work (50 lbs. max)  
H — Heavy Work (100 lbs. max)  
VH — Very Heavy Work (over 100 lbs.)
2. Climbing and/or Balancing
3. Stooping, Kneeling, Crouching and/or Crawling
4. Reaching, Handling, Fingering and/or Feeling
5. Talking
6. Hearing
7. Seeing in terms of: acuity far and near, depth perception, accommodation, colour vision and field of vision.
8. Control: hand; foot

## 4 Environmental Conditions (EC)

1. Work Location; I – Inside; O – Outside; B – Both
2. Extremes of cold plus temperature changes
3. Extremes of heat plus temperature changes
4. Wet and/or humid
5. Noise and/or vibration
6. Hazards in terms of: mechanical, electrical, burns, explosives, radiant energy
7. Atmospheric Conditions in terms of: fumes, odours, dusts, mists, gases, poor ventilation



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## 5 Data (1st digit)

- 0 Synthesizing
- 1 Co-ordinating
- 2 Analyzing
- 3 Compiling
- 4 Computing
- 5 Copying
- 6 Comparing
- 7 .....
- 8 No Significant Relationship

## People (2nd digit) Things (3rd digit) (DPT)

- |                               |                               |
|-------------------------------|-------------------------------|
| 0 Mentoring                   | 0 Setting-Up                  |
| 1 Negotiating                 | 1 Precision Working           |
| 2 Instructing                 | 2 Operating-Controlling       |
| 3 Supervising                 | 3 Driving-Operating           |
| 4 Diverting                   | 4 Manipulating-Operating      |
| 5 Persuading                  | 5 Tending                     |
| 6 Speaking-Signaling          | 6 Feeding-Offbearing          |
| 7 Serving                     | 7 Handling                    |
| 8 No Significant Relationship | 8 No Significant Relationship |

## 6 Aptitudes (Apt)

- G General Intelligence  
 V Verbal Ability  
 N Numerical Ability  
 S Spatial Perception  
 P Form Perception  
 Q Clerical Perception  
 K Motor Co-ordination  
 F Finger Dexterity  
 M Manual Dexterity  
 E Eye-Hand-Foot  
     Co-ordination  
 C Colour Discrimination

Aptitude Levels (*in terms of working population*)

1. Upper 10%
2. Upper Third exclusive of the Highest 10%
3. Middle Third
4. Lowest Third exclusive of the Lowest 10%
5. Lower 10%

When these levels are underlined, they are considered significant for satisfactory job performance.

## 7 Interest Factors (Int)

1. Things and Objects
2. Business Contact with People
3. Routine, concrete and organized work
4. Working for people for their presumed good as in the social welfare sense, or for dealing with people and language in social situations.
5. Work resulting in prestige or esteem of others
6. People and Communication of Ideas
7. Scientific and Technical Work
8. Abstract and creative work or experiences
9. Non-social work, carried on in relation to processes, machines, and techniques
10. Work resulting in tangible, productive satisfaction

## 8 Temperament Factors (Temp)

1. Variety and Change
2. Repetitive, Short Cycle
3. Under Specific Instructions
4. Direction, Control, Planning
5. Dealing with People
6. Isolation
7. Influencing People
8. Performing Under Stress
9. Sensory or Judgmental Criteria
10. Measurable or Verifiable Criteria
- X. Interpretation of ideas, facts, feelings
- Y. Precise attainment of set limits, tolerances or standards